

Faculty Affairs Committee Meeting Minutes
February 14, 2014
Odum Library, Room 4240
9:30-10:45am

Attendance	
Present:	Absent:
<u>Members</u> : Katharine Adams (C), Harold Thiele, William Faux, Karl Paoletti, Laura Carter, & Hasson Tavossi <u>Guest(s)</u> : Mike Savoie, Michael Noll, & Jason Allard	Nancy Swanson, Karen Morris, & Monique Busch

1. Attendance

2. Approved minutes from December 2, 2013 meeting.

3. New Business: CUPA (Drs. Michael Noll & Jason Allard)

- Geosciences faculty members are misclassified as Environmental Sciences instead Environmental Geosciences. As a result of this error, the CUPA model used to assess the salary situation of geosciences faculty members at VSU is using the wrong CIP.
- After discussion, it was determined that this issue is not within the purview of the Faculty Affairs Committee.
- Drs. Noll and Allard were directed to consult with Dr. Michael Black, VSU Director of Institutional Effectiveness.

3. Old Business: Faculty Evaluation

- Reviewed information discussed at previous FAC meeting (12/2/2013).
- Discussed the unique challenges of evaluating faculty who teach online courses including SOI response rates and peer evaluation.
- Both SOIs and ratings used by department heads during faculty evaluations are existing component part of the VSU faculty evaluation model available at <http://www.valdosta.edu/academics/academic-affairs/vp-office/documents/FEMfinal.pdf>
- Discussed whether it makes sense to view SOIs and administrator ratings as but two components of a more comprehensive faculty evaluation model as isolated them only provides a limited amount of evaluative information.
- Discussed proposing more comprehensive faculty evaluation recommendations to the Senate that includes student, peer, self, and administrative evaluation. Currently, three of the four elements are represented to some degree in the VSU faculty evaluation model.

Peer evaluation is the element not represented and self-evaluation only gets modest attention. The focus appears to be on student and administrative evaluation. The committee will provide recommendations to promote a better balance and utilization of the four types of evaluative information.

- There was agreement among members that comparison to other faculty members within a department may be removed from descriptions of “Satisfactory” and “Unsatisfactory” ratings currently used by department heads for evaluating faculty performance.
- The committee will collaborate in creating a comprehensive faculty evaluation proposal for the Senate.
 - William Faux will draft a section on the importance of supplementing SOIs with other evaluative information.
 - Laura Carter will draft a section on the importance of self-assessment.
 - Mike Savoie will send recommendations for peer evaluation written as part of the guidelines for promotion and tenure for use in the proposal.
 - Katharine Adams will draft an introduction to the proposal and a section on administrative evaluation including the changes to the current definitions of “Satisfactory” and “unsatisfactory”.
 - All information will be sent to Katharine Adams at ksadams@valdosta.edu for compilation before the spring break.
 - The drafted document will be sent to FAC members for review before the next FAC meeting.
- Next scheduled FAC meeting is April 4, 2014 at 9:00am.
- Meeting adjourned 10:45am.